



## TOWN OF ROCKLAND

### Board of Selectmen

Town Hall  
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## EXECUTIVE SESSION MINUTES OF DECEMBER 3, 2012

*Chairman:*

Edward F. Kimball

*Vice Chairman:*

Deborah A. O'Brien

*Selectmen:*

Lawrence J. Chaffee

Michael P. Johnson

William H. Minahan, Jr.

*Town Administrator:*

Allan R. Chiocca

*Executive Assistant:*

Mary B. Stewart

### SELECTMEN'S MEETING

Monday, December 3, 2012 @ 7 p.m.

H. BERNARD MONAHAN MEMORIAL ROOM  
TOWN HALL, 242 UNION STREET  
ROCKLAND, MASSACHUSETTS

### PLEDGE OF ALLEGIANCE MOS

Selectman Minahan not present

### 30. EXECUTIVE SESSION for RITE Union Step II Grievance.

**MOTION by Ms. O'Brien 2<sup>nd</sup> by Mr. Chaffee to go into Executive Session for the purpose of a Grievance hearing not to reconvene passed by Roll Call Vote 4-0.**

Present were Selectmen Kimball, O'Brien, Chaffee, and Johnson. Also present were Attorney Clifford TA Chiocca, RITE Union representatives Pat Donnelly, Mary Jane Martin and Christine McGuinness.

**8:45PM Chairman Kimball called the Executive Session to Order**

TA Chiocca outlined the issue in the RITE Union contract regarding anniversary date and Fiscal Year for determining benefit eligibility. Retiring employee Betty Parker had filed a grievance based on the methodology used to determine her severance payment.

The Rite Union representatives explained the practice of benefit eligibility has been based on the beginning of each fiscal year not date of hire anniversary despite language which states date of hire eligibility for receiving vacation credits.

**MOTION to take the matter under advisement by Ms. O'Brien, 2<sup>nd</sup> by Mr. Chaffee passed by Roll Call Vote 4-0.**

**8:10 PM the RITE representatives left the Executive Session.**

**The BOS discussed and considered options as outlined by Attorney Clifford and TA Chiocca.**

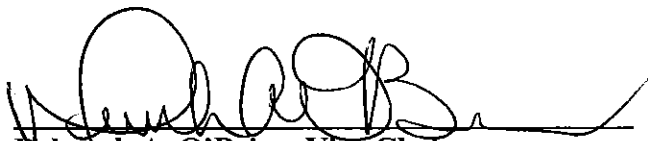
**MOTION by Ms. O'Brien, 2<sup>nd</sup> by Mr. Johnson to offer the RITE Union a settlement regarding the Betty Parker matter provided the Union agreed this would not be considered a precedent and not used to establish a "past practice" clause in future considerations. The board authorized Attorney Clifford and Mr. Chiocca to negotiate the final settlement.**

**MOTION to adjourn by Ms. O'Brien, 2<sup>nd</sup> by Mr. Johnson passed by Roll Call Vote 4-0.**

**Meeting adjourn at 8:30PM**



**Allan R. Chiocca  
Town Administrator**



**Deborah A. O'Brien, Vice Chairman  
For the Rockland Board of Selectmen**

**The listings of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.**